



TOWN OF ROCKLAND

Board of Selectmen

Town Hall
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Rockland, Massachusetts 02370

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Executive Session MINUTES of December 1, 2014

Chairman:

Edward F. Kimball

Vice Chairman:

Lawrence J. Chaffee

Selectmen:

Michael P. Johnson

Larry J. Ryan

Korey M. Welch

Town Administrator:

Allan R. Chiocca

Executive Assistant:

Susan M. Ide

SELECTMEN'S MEETING Monday, December 1, 2014 @ 7 p.m.

H. BERNARD MONAHAN MEMORIAL ROOM
TOWN HALL, 242 UNION STREET
ROCKLAND, MASSACHUSETTS

PLEDGE OF ALLEGIANCE MOS

NOTE: Vice Chairman Chaffee was not present

Present were Selectmen Kimball, Johnson Ryan and welch. Also present were Attorney Kenny and TA Chiocca. Representing the Firefighters Union were T. Henderson, C. Williams, and T Heaney.

Executive Session was called to order at 8:07pm

30. EXECUTIVE SESSION

~MOTION to go into Executive Session not to reconvene by Mr. Ryan, 2nd by Mr. Welch passed by Roll Call Vote 4-0.

A. Firefighter Grievance re: Independent Medical review.

The Union felt the Chief should not be allowed to require an independent medical evaluation. The question arose after a firefighter who previously submitted documents from the firefighter's personal doctor

saying the firefighter couldn't work. The firefighter's doctor reversed his evaluation and declared the firefighter was now capable.

The Chief ordered an independent evaluation. The Chief indicated the decision was made for the safety of the firefighter and the Rockland Fire Department as a whole.

B. Firefighter Grievance re: Denial of request to retroactively have sick leave changed to Injured on Duty.

The Union believes the members should be able to change sick days to "Injured on Duty" retroactively despite the individual not having reported any injury on any work day.

C. Firefighter Grievance re: Administrative Leave decision appeal.

The Union felt the Chief should not be allowed to place a member on paid Administrative Leave pending an independent medical evaluation. The question arose after a firefighter who previously submitted documents from the firefighter's personal doctor saying the firefighter couldn't work. The firefighter's doctor reversed his evaluation and declared the firefighter was now capable.

The Chief ordered an independent evaluation. The Chief indicated the decision was made for the safety of the firefighter and the Rockland Fire Department as a whole.

D. Firefighter Grievance re: Request for sick note explaining absence.

The Union felt the Chief should not request or require a note for sick time usage. The Union felt members should be able to call in sick without question. The Union felt the Chief should not have required a physician's note from a firefighter who had been reporting out sick for over 2 months.

The Chief felt that the extended use without excuse required explanation and requested a physician note.

There was long discussion of the 4 grievances by all parties.

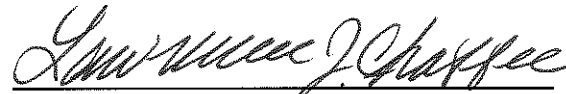
~MOTION to take the grievances under advisement and have the Union try to reach accommodation with the Chief by Mr. Ryan, 2nd by Mr. Welch passed 4-0 by Roll Call Vote.

The Firefighters Union representatives left the room. The BOS discussed the options available with Attorney Kenny and Chief Duffey.

~MOTION to adjourn by Mr. Ryan, 2nd by Mr. Welch passed 4-0 by Roll Call Vote.

Meeting ended at 10:05pm


Allan R. Chiocca
Town Administrator


Lawrence J. Chaffee, Vice Chairman
for the Rockland Board of Selectmen

The listings of matters are those reasonably anticipated by the Chair which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

Next Meeting scheduled on December 15, 2014